



KERN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

# Retirement Benefits Handbook

A publication of the Kern County Employees' Retirement Association



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# Introduction

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Dear KCERA Member:

The Kern County Employees' Retirement Association (KCERA) Board of Retirement is committed to providing a dependable source of retirement income to its members and their beneficiaries. When combined with your personal savings and Social Security benefits, your KCERA pension can contribute to a financially secure retirement.

KCERA has developed this informational handbook to help you better understand the retirement benefits to which you and your family may be entitled. The handbook only summarizes the main features of the retirement system. Detailed information on KCERA's benefits can be found in the County Employees' Retirement Law of 1937. If there is any difference between this summary and the Retirement Law of 1937, the provisions of the law will apply.

If you have any questions concerning your retirement benefits, please contact the KCERA office at (661) 381-7700 or toll free at (877) 733-6831.

BOARD OF RETIREMENT  
Kern County Employees' Retirement Association

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# General Information

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Your KCERA retirement plan is a major component of your employment benefits. You are encouraged to become familiar with the provisions of the plan and to use this handbook as a reference guide. The handbook is also accessible at [www.kcera.org](http://www.kcera.org). Statements in this booklet were simplified for readability. Regardless of the conclusions a reader may reach, the final determination of any particular matter must be governed by administrative decisions made pursuant to the law governing the retirement system and the rules and regulations of the Board of Retirement.

## Historical Highlights of KCERA

The Board of Supervisors established a retirement system for Kern County under the provisions of the County Employees' Retirement Law of 1937 (CERL) on January 1, 1945. The system was integrated with Social Security, effective January 1, 1956, after a referendum held among eligible County employees. Although KCERA was established for the benefit of County employees, employees of local districts and organizations are also members.

Major improvements in benefits were added when provisions of the CERL were adopted by the Board of Supervisors, effective July 1, 1968, making KCERA a "defined benefit plan" retirement system. On the same day, safety member provisions of the law were made applicable in Kern County.

In December 1970, the Board of Supervisors approved the use of the highest single year of compensation for determining retirement allowances.

Upon the death of any retired member, the Board of Retirement authorized the payment of a \$1,000 death benefit from the Supplemental Retiree Benefit Reserve (SRBR).

In November 1972, the Board of Supervisors authorized retirement for general members at age 50 after 10 years of service.

Effective April 1, 1973, a cost-of-living adjustment (COLA) was adopted for retired members. This COLA paid up to 2.0% per year, depending on the rate of inflation.

Since July 1, 1975, the County has elected to pay a portion of the health insurance premium of any County retiree insured under a continuation plan of the County.

Employee contributions were reduced by one-half after July 1, 1975 in lieu of additional compensation as a result of employee-employer bargaining.

In January 1989, the County enabled employees to begin paying their portion of retirement contributions on a pre-tax basis.

On August 18, 1992, the Board of Supervisors adopted Government Code Section 31676.14 for all general members, effective January 1, 1994. At the same time, it also extended safety membership to certain classifications of the Probation Department, effective January 1, 1995.

On April 15, 1997, the Board of Supervisors adopted a resolution permitting all eligible employees to purchase retirement service credit for eligible prior public service.

In July 1997, the County elected to “pick up” the employee’s contribution into KCERA for all vested members. Member hired before July 5, 1997 paid 50% of their normal contribution, and the County paid the other 50% until the member reached five years of retirement service credit. At that time, the County paid 100% of the employee’s contribution. Members hired on or after July 5, 1997 paid 100% of their normal contribution until they reached five years of retirement service credit. At that time, the County paid 100% of the employee’s contribution.

Effective January 1, 2001, the Board of Supervisors adopted Government Code Section 31664.1, “3% at 50,” for all active and deferred safety members.

Effective April 1, 2002, an additional 0.5% COLA was granted by the Ventura Settlement, which increased the maximum COLA for retirees and beneficiaries from 2.0% to 2.5%, based on the actual rate of inflation.

In August 2004, the County adopted a Memorandum of Understanding (MOU) modifying the employer pick-up of general member retirement contributions. General members hired before August 7, 2004 paid 100% of their normal contribution until they reached five years of retirement service credit. At that time, the County paid 100% of the employee’s contribution. General members hired on or after August 7, 2004 paid 100% of their normal contribution for the duration of their employment. Adoption of this MOU did not affect the pick-up of employee contributions for safety members attaining five years of retirement service credit.

Effective January 1, 2005, the Board of Supervisors adopted Government Code Section 31676.17, “3% at 60,” for all active and deferred general members.

Effective January 1, 2007, upon the death of any retired member, the Board of Retirement authorized the payment of a \$3,000 death benefit from the Supplemental Retiree Benefit Reserve.

Effective October 27, 2007, the Board of Supervisors adopted Government Code Section 31676.01, “1.62% at 65,” which established Tier II for all new general members.

Effective March 27, 2012, the Board of Supervisors adopted Government Code Section 31664, “2% at 50,” which established Tier II for all new safety members.

## **Administrative Oversight by Board**

Retirement system administration is managed by the Board of Retirement, which consists of nine members and two alternate members. All Board members, except the County Treasurer, serve for a term of three years. By statute, Board members include the following:

- The Treasurer of Kern County.
- Four members who are qualified electors of the County and not connected with County government in any capacity, except one may be a County Supervisor. The Board of Supervisors appoints these members.
- Two general members elected by the general members.
- One safety member and one safety member alternate elected by the safety members.
- One retired member and one retired member alternate elected by the retired members.

The Board of Retirement sets policy for the operation of KCERA, considers applications for disability retirement, recommends employer and employee contribution rates on the basis of actuarial studies, controls the investment of assets and authorizes all disbursements of KCERA funds.

The Board of Retirement's investment/regular meetings begin at 8:30 a.m. on the second Wednesday of each month, unless otherwise announced. Board meetings are held in the KCERA Board Room at 11125 River Run Boulevard, Bakersfield, California 93311. Meetings are open to the public, and member attendance is encouraged.

## **Administration of KCERA**

Under the leadership of the executive director, KCERA staff assists the Board of Retirement in the administration of the retirement system. Staff processes applications for retirement benefits, refunds, beneficiary allowances, death benefits and service purchases. Staff is also responsible for all accounting and financial distributions, including monthly retirement benefits authorized by the Board of Retirement.

## **Annual Financial Reports**

KCERA produces an annual report after the close of each fiscal year. This report provides general, statistical and financial information concerning the retirement system. KCERA also publishes a Comprehensive Annual Financial Report (CAFR), which is prepared according to standards developed by the Government Finance Officers Association of the United States and Canada. KCERA's CAFR and annual report are available at [www.kcera.org](http://www.kcera.org).

## **Annual Benefit Statement**

KCERA mails an annual benefit statement of account to active and deferred members in early spring. The statement includes the member's date of birth, years of service, retirement entry date, designated beneficiary, contribution balances and estimated retirement benefit. Members are encouraged to review their statements carefully and to report any discrepancies to KCERA immediately.

## **Membership**

KCERA membership is automatic after appointment to a permanent position of 50% or more of the regular standard hours required as a Kern County or Special District employee. Membership begins on the first day of the payroll period following the date of hire. Due to the waiting period before becoming a member, retirement service credit may differ from service earned for County seniority purposes.

Each KCERA member is a safety member or a general member. Safety members are employed in active law enforcement, active fire suppression, probation, detention or criminal investigation. If you are hired as a KCERA safety member on or after March 27, 2012, you will be enrolled in Safety Tier II, which provides a benefit formula of "2% at 50." If you were hired prior to March 27, 2012 and your contributions remained on deposit with KCERA, you will remain a Safety Tier I ("3% at 50") member.

All other members employed by Kern County or Special Districts are general members. If you are hired as a KCERA general member on or after October 27, 2007, you will be enrolled in General Tier II, which provides a benefit formula of “1.62% at 65.” If you were hired prior to October 27, 2007 and your contributions remained on deposit with KCERA, you will continue as a General Tier I (“3% at 60”) member.

If you were formerly a KCERA member under General Tier I or Safety Tier I, terminated employment, withdrew your funds and returned to active KCERA membership on or after the date that Tier II took effect, you will become a Tier II member, unless you redeposit your previously withdrawn contributions and interest.

Certain elected officials are also eligible for membership in KCERA. However, elected officials may choose whether to become a member. Employees age 60 or older on their date of hire may also choose to waive membership in KCERA. These employees are sent a Waiver of Membership form shortly after their employment date. An employee’s decision to waive membership in KCERA is irrevocable and may not be rescinded at a later date

## **Record Confidentiality**

The County Employees’ Retirement Law of 1937 makes individual retirement records confidential. These records may be disclosed only (a) to the member or someone authorized by the member in writing, (b) upon court order or (c) for administration of KCERA.

You may contact the KCERA office for assistance in resolving retirement issues or obtaining information about your retirement benefits. The office is located at 11125 River Run Boulevard, Bakersfield, California 93311. The telephone number is (661) 381-7700, and the toll-free number for callers outside the Bakersfield area is (877) 733-6831. In written correspondence, please include your home address, the last four digits of your Social Security number and your signature.

## **Vesting**

Members are vested in KCERA after attaining five years of retirement service credit. Vesting entitles you to receive a pension from KCERA once you have fulfilled all eligibility requirements.

Retirement service credit is adjusted proportionately for a member working in a position requiring less than 80 hours in a biweekly period. For example, an employee in a permanent, part-time position working 40 hours in a biweekly period would earn retirement service credit at 50%. Such an employee would need to work for ten years to earn five years of retirement service credit and to be vested in KCERA.

## **Member Sworn Statement**

You are required to complete a Member Sworn Statement when you enter employment with Kern County or a participating Special District. The Member Sworn Statement validates your membership in KCERA, is the official record used to calculate your contribution rate and retirement benefits, and is the form used initially to designate your beneficiary. No benefits can be paid unless the Member Sworn Statement is on file with KCERA.

Therefore, it is important that you complete the Member Sworn Statement fully and accurately. If any information on the statement is incorrect or incomplete, you will be asked to complete a new statement.

## **Beneficiary Designation**

You are required to designate a beneficiary when you become a KCERA member. Members who are married or have a registered domestic partner normally designate their spouse or domestic partner as beneficiary because of the community property laws in the State of California. The retirement plan offers substantial survivorship benefits to a spouse or registered domestic partner in the event of the member's death.

A beneficiary must be a person who has an insurable interest in your life and cannot be a living trust or charitable organization. However, you can designate your estate under Option 1.

You may change your beneficiary at any time. Keep your beneficiary designation current to ensure that, in the event of your death, benefits will be paid as you specify. To change your beneficiary, visit the KCERA office to complete a Beneficiary Designation form or download it at [www.kcera.org](http://www.kcera.org).

## **Social Security Integration**

In general, KCERA benefits are integrated with those provided by the Federal Social Security Act. Integration means that as a KCERA member, you will receive the full benefits to which you are entitled from KCERA and Social Security. Neither benefit will be affected by the amount you receive from either agency. At retirement, a Social Security integration factor will be applied when your KCERA benefit is computed.

Certain Special Districts do not participate in Social Security. If you are employed by one of these districts, your KCERA benefit is not integrated with Social Security. The Social Security integration factor would not be applied to the benefits of employees not participating in Social Security.

Old age, survivors and disability benefits provided by the Federal Social Security Act are payable to covered members who meet certain eligibility requirements. Questions concerning eligibility for these benefits should be directed to the nearest Social Security office. In Bakersfield, this office is located at 5300 Office Park Drive, Suite 100. Information can be obtained from the Social Security Administration by calling (800) 772-1213 or visiting its website, [www.ssa.gov](http://www.ssa.gov).

## **Contributions**

Contributions to fund retirement benefits come from three sources: contributions from you, the member (amounts vary depending upon KCERA entry age, salary and/or classification); contributions from your employer; and investment earnings of the retirement fund.

Your contributions are based on a percentage of your base pay plus any special pays considered compensation that are includible when calculating your final average compensation. General member contribution rates are determined by benefit tier and KCERA entry age. Safety member contribution rates are determined by benefit tier and each Safety-represented bargaining unit. Some Safety member rates are based on age of entry, while other Safety members may contribute at a flat, average rate. Furthermore, if you are integrated with Social Security, your rate is reduced by one-third on the first \$161 of biweekly salary.

Contributions are deducted from your pay on a pre-tax basis and are credited to your account each pay period. Depending on plan earnings, interest may be credited to your account semiannually on June 30 and December 31.

You may not borrow from or withdraw your accumulated contributions and interest while employed as an active or reciprocal member. If you terminate said employment, you may withdraw your accumulated funds by completing and submitting a Disposition of Retirement Contributions form to KCERA. Generally, you must be off payroll for 55 days before a refund will be processed. If you return to work for the County or a participating Special District in any capacity within the 55-day period, your contributions and interest will not be refunded.

Your employer's contributions are a percentage of the total payroll. Employee and employer contribution rates can change based on the results of periodic actuarial studies.

## **Photo Identification**

KCERA must verify the identity of anyone requesting a retirement benefit payment or a change in payment information. Valid forms of identification include a copy of your current U.S. driver's license or state-issued photo identification card.

## **Leave Without Pay – Military**

If you resign or take a leave of absence to enter the U.S. armed forces, you may receive retirement service credit for that period of military service, if you return to work for the County.

## **Leave Without Pay – Medical**

You may purchase and receive retirement service credit for your medical leave of absence for a period of up to 12 months, if you return to work for the County or a participating Special District following the leave. Extended family care, personal and educational enrichment leaves are not purchasable.

## **Service Credit for Prior County or District Service**

You may purchase and receive retirement service credit for any County or participating Special District service that you rendered prior to becoming a KCERA member and for which you did not make contributions. This includes extra-help, per diem, temporary and part-time service. Members may not receive service credit for employment as an independent contractor or employment eligible to participate in another retirement system.

If you were formerly a KCERA member under General Tier I or Safety Tier I, terminated employment, withdrew your funds and returned to active KCERA membership on or after the date that Tier II took effect, you may redeposit all contributions and interest previously refunded in order to receive credit for the previous service. A redeposit for time worked on or that date would be credited as a Tier II service purchase.

Additionally, you may purchase and receive retirement service credit for the waiting period between your date of hire and KCERA entry date. If you choose to purchase this time, the purchase must occur at least 180 days after your KCERA entry date but before you retire.

Prior Kern County and Special District service purchases count toward your vesting and retirement eligibilities in KCERA.

## **Service Credit for Period of Layoff**

You may purchase and receive retirement service credit for periods during which you were laid off by Kern County. To qualify to purchase layoff service credit, you must have been a full-time employee at the time of the layoff and returned to full-time service within 12 months of the layoff date. The layoff must have occurred after January 1, 1981. If you choose to purchase the layoff service, you must apply within five years of returning to County employment. Layoff service purchases count toward your vesting and retirement eligibilities in KCERA.

## **Service Credit for Prior Public Service**

If you were in public service before becoming a KCERA member, you may be eligible to purchase and receive retirement service credit for allowable prior public employment. Currently, County employees and some Special District employees are eligible to make such purchases. If you are employed by a Special District that has not authorized its employees to purchase prior public service, you may not purchase it.

Allowable prior public service includes employment with the federal government, active military, the State of California, any county or city in California, or any public district in Kern County. Moreover, you must not be eligible to receive a pension by virtue of your employment in that public agency.

Prior public service purchases *do not* count toward your vesting and retirement eligibilities in KCERA. Service credit received for the purchase of prior public service is added after your retirement eligibility is determined.

You must complete and submit to KCERA an application to purchase prior public service. No prior public service can be purchased unless your former employer certifies your employment. Ultimately, it is *your* responsibility to provide certification of prior employment. However, KCERA will assist you by forwarding a completed application to your former employer for certification.

Whether you should purchase service credit for prior County, Special District or public agency employment, and particularly when you should make such purchases, are questions that can be answered based only on your particular situation. However, the cost of purchasing service credit could increase every six months due to the accrual of additional interest. To discuss your situation in greater detail, please contact KCERA.

## **Purchasing Service Credit**

There are many payment options available to purchase service credit:

### **Lump Sum Payment**

You can make a lump sum payment of the amount due by personal check, money order or certified check. KCERA cannot accept cash payments.

### **Vacation Rollover**

You may choose to roll over accumulated vacation hours to make a lump sum purchase. Vacation rollovers are only available on an after-tax basis, which will reduce the amount available for your purchase. If you do not have sufficient after-tax funds from your vacation rollover to purchase the service credit, any remaining balance due must be paid in a lump sum. The vacation rollover option is available only once during employment.

### **Salary Advance at Retirement**

If you are within three months of retirement, you may choose to roll over accumulated sick leave and vacation hours to purchase service credit. Salary advances are only available on an after-tax basis, which will reduce the amount available for your purchase. If you do not have sufficient after-tax funds from your salary advance, any remaining balance due must be paid in a lump sum before retirement.

### **Tax-Deferred Rollovers and Trustee-to-Trustee Transfers**

KCERA accepts direct tax-deferred rollovers and trustee-to-trustee transfers as payment for service credit purchases. Funds from the following types of plans can be rolled over or transferred to KCERA: 401(a), 401(k), 403(b) and governmental 457(b). KCERA does not accept rollovers from Roth accounts, individual retirement accounts or annuities, or rollovers of after-tax contributions. If you do not have sufficient funds from a rollover to purchase the service credit, any remaining balance due must be paid in a lump sum. Please carefully read the distribution information provided by your plan administrator before making a decision to roll over or transfer funds to KCERA for service purchases.

## Payroll Deductions

You may choose to make biweekly payroll deductions to pay for your service credit purchase. Payroll deductions are available on an *after-tax* basis only. The type and amount of service being purchased determine the number of deductions allowed. Service credit purchases involving payroll deductions must be completed within five years. You may stop the purchase contract and pay off the remaining balance at any time, thereby saving some interest costs.

## Reciprocal Benefits

If you terminate employment with Kern County or a participating Special District and within six months enter another retirement system that has a reciprocal agreement with KCERA, you may elect to leave your contributions on deposit with KCERA and establish reciprocity, regardless of your length of service with KCERA. Reciprocal retirement systems include any of the other 19 counties operating under the County Employees' Retirement Law of 1937, the California Public Employees' Retirement System (CalPERS, covering the State of California and many counties, cities and special districts), the California State Teachers' Retirement System (CalSTRS) and most other public agencies in California that have a reciprocal agreement with CalPERS.

There are three principal advantages of establishing reciprocity:

- In the new retirement system, your age for determining your contribution rate will be the same as your KCERA entry age. (This does not apply to CalPERS.) If you are coming from another system to KCERA, your entry age in the previous system will determine your contribution rate in KCERA.
- Service credit earned under each system will be added together to determine eligibility for benefits under all systems. For example, when you have a total of five years of service, you will be considered vested in all systems with which you have reciprocity. Your combined years of service will also count toward your retirement eligibility.
- Upon retirement for service or disability, the final compensation used to calculate your benefits from each reciprocal system will be the highest earned under any of the systems. However, if you received a disability retirement, your combined disability retirement benefits payable from your reciprocal systems cannot exceed an allowance calculated as if all your service were with one system.

If you choose to establish reciprocity, you may not withdraw your contributions from KCERA unless you separate from your employment in the new system and withdraw your funds from that system. **In addition, you must retire from all reciprocal systems on the same date. Failure to do so may result in breaking reciprocity and forfeiting reciprocal benefits.**

If you became a member of KCERA within six months of leaving a reciprocal retirement system, you may be eligible to establish reciprocity and receive reciprocal benefits. Contact KCERA or your former retirement system for more information.

Elected officials in the County of Kern who are reciprocal to CalPERS should contact that agency at (888) 225-7377 to receive counseling concerning reciprocal benefits.

## Dissolution of Marriage

California is a community property state, so retirement benefits earned during marriage are considered community property. Certain laws govern how dissolution of marriage can affect your retirement account. Legal representation is not mandatory but advisable, *as KCERA staff cannot provide legal advice concerning the division of retirement benefits*. If your former spouse is awarded a community property share of your retirement account, KCERA must receive certain documents in order to process the claim.

### Joinder

Family Code Section 2060(b) states that an order or judgment in a dissolution or other family law proceeding is not enforceable against a pension plan unless the plan has been joined as a party to the proceeding. Therefore, KCERA requires that the retirement plan be joined as a party to the divorce proceeding. For divorces occurring outside of California, please contact KCERA for further instructions.

### Qualified Domestic Relations Order

KCERA must receive a court-approved order specifying how the member's account is to be divided. If a member chooses to retire without having a court-approved order on file, KCERA will not issue the first retirement benefit payment until the order has been received. No lump sum payment will be made to a member whose court-approved order is not on file.

KCERA is a "governmental plan" as defined by law.<sup>1</sup> KCERA is not subject to ERISA or any other provisions of law applicable to a Qualified Domestic Relations Order (QDRO), except that a QDRO involving a governmental plan is sufficient under federal law if it simply "creates or recognizes the existence of an alternate payee's right to ... receive all or a portion of the benefits payable with respect to a participant under the plan."<sup>2</sup> Therefore, KCERA will accept a properly executed QDRO to specify the division of a member's account.

KCERA has provided sample QDRO language at [www.kcera.org](http://www.kcera.org) to assist interested parties in drafting an acceptable QDRO. KCERA strongly recommends that all QDROs be submitted to KCERA for review by our legal counsel *before* submission to the court.

<sup>1</sup> Refer to 29 U.S.C. Sections 1002(32) and 1003(b)(1).

<sup>2</sup> Refer to 26 U.S.C. Sections 414(p)(1)(A)(i) and 414(p)(11).

### Separate Accounts

Article 8.4 of the County Employees' Retirement Law of 1937, which begins at Section 31685 of the California Government Code, provides for the division of community property interests. A separate account is created for the former spouse in retirement plans that have adopted this Article. The creation of a separate account provides the former spouse the opportunity to control when and how community property retirement benefits will be received. **Article 8.4 has not been adopted in Kern County, so a separate account will not be created for a former spouse.** Until Article 8.4 is adopted, KCERA can only pay community property benefits to a former spouse when the member begins receiving retirement benefits.

# Retirement

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## Eligibility for Service Retirement

Service retirement means that you have met all eligibility requirements and applied to retire from County or Special District service. Eligibility for service retirement differs based on membership type.

### General Member Eligibility

10 years of retirement service credit and 50 years old, or  
30 years of retirement service credit, regardless of age

### Safety Member Eligibility

10 years of retirement service credit and 50 years old, or  
20 years of retirement service credit, regardless of age

Additionally, any active member having attained age 70 may retire for service, regardless of their years of retirement service credit.

## Application for Service Retirement

Please obtain a retirement application packet and submit it *no earlier than* 60 days before your date of retirement. Packets are available at the KCERA office and online at [www.kcera.org](http://www.kcera.org). You can also make an appointment with a KCERA service representative to discuss and prepare for your retirement. The service representative will explain the retirement options available to you and answer any questions about your KCERA benefits.

If you will be eligible for Social Security benefits at retirement, you should consider applying online at [www.ssa.gov](http://www.ssa.gov) or at the local Social Security office at least 90 days before your retirement date. Contact the Social Security Administration at (800) 772-1213 for more information.

## Calculation of Service Retirement Benefit

Your service retirement benefit will be based on your age at retirement, total years of retirement service credit, highest final average monthly compensation and benefit tier.

General Tier I benefits are calculated using the “3% at 60” formula in Government Code Section 31676.17. General Tier II benefits are calculated using the “1.62% at 65” formula in Government Code Section 31676.01. Safety Tier I benefits are calculated using the “3% at 50” formula in Government Code Section 31664.1. Safety Tier II benefits are calculated using the “2% at 50” formula in Government Code Section 31664.

## Final Average Monthly Compensation

Your final average monthly compensation (FAC) is based on your highest 12 consecutive months of salary. The 12-month period does not have to be your final 12 months of employment. Final compensation for retirement may differ from the amount you were actually paid because certain “special pays” may or may not be included as pensionable earnings.

### Examples of Special Pays *Included* in FAC

Stand-by pay	Holiday pay	Auto allowance
Annual sick leave bonus	Bilingual pay	Tool allowance
Shift differential pay	Longevity pay	SWAT Team physical fitness pay
Canine care pay	Out-of-class pay	Worker’s Comp (Labor Code 4850)
Uniform allowance	Moving allowance	Retroactive payments for increments

Retroactive payments required by collective bargaining  
Employer contributions to Kern\$Flex (management and confidential only)  
Special certification or assignment pay (not included in base pay)

### Examples of Special Pays *Excluded* from FAC

Overtime pay  
Transcript fees (court reporters)  
Reimbursement of employee expenses  
Final settlement pay (e.g., accrued vacation and sick leave payouts)  
Cash payments not available on an annual or periodic basis (e.g., financial hardship or leave time payouts used to purchase service credit)

## Eligibility for Disability Retirement

If you become disabled and permanently unable to perform your normal job duties, you may apply for disability retirement. An application may also be filed on your behalf by your department head or another person.

You must present proof of disability, including medical reports paid for by you. In addition, the Board of Retirement may require that you undergo a medical examination at KCERA’s expense. This examination will be conducted by an independent medical examiner selected by the Board.

If granted, disability retirement benefits are paid from the date of your disability application or the day after your termination date, whichever is later. If you are entitled to sick leave, your disability retirement will not become effective until the expiration of all paid sick leave, unless you consent to retire at an earlier date.

The Board of Retirement may require that you be re-examined at any time until age 55 to determine if you are still unable to perform the duties of your former position. If you are found to be no longer disabled, you may be placed on a re-employment list. If you are rehired by the County or a participating Special District in a permanent position, your disability retirement benefits will be discontinued.

In lieu of a disability retirement, you may accept a transfer, reassignment or job modification in the County with duties within your capacity to perform with your disability. This program is governed by Government Code Section 31725.6 in the case of a service-connected disability and Government Code Section 31725.5 in the case of a nonservice-connected disability. These sections require that if the new position pays less than your former position, from which you were disabled, the Board of Retirement will pay you the difference until the compensation for the new position equals or exceeds the compensation, including later salary adjustments, of the former position. Contact KCERA for more information about this voluntary reassignment.

## **Nonservice-Connected Disability Retirement**

To qualify for a nonservice-connected disability, you must have a minimum of five years of retirement service credit in KCERA. The monthly retirement allowance for a nonservice-connected disability is based on your years of service and your highest consecutive 12 months of salary. The minimum benefit is 20% of your highest final average monthly compensation. This benefit will go up 2% for each additional year of service, not to exceed 40%. A nonservice-connected disability retirement benefit is subject to income taxes. Please contact KCERA to request a benefit estimate.

### **Nonservice-Connected Disability – Benefit Percentages Government Code Section 31727.7**

5 to 6 years .....	20%
6 to 7 years .....	22%
7 to 8 years .....	24%
8 to 9 years .....	26%
9 to 10 years .....	28%
10 to 11 years .....	30%
11 to 12 years .....	32%
12 to 13 years .....	34%
13 to 14 years .....	36%
14 to 15 years .....	38%
15 or more years .....	40%

## **Service-Connected Disability Retirement**

The monthly retirement allowance for a service-connected disability retirement is no less than 50% of your final average monthly compensation. If you have less than one year of service, the average monthly salary for the time actually served is used as your final compensation. There is no minimum service requirement for a service-connected disability retirement and, in most circumstances, the benefits granted are not subject to income taxes. Contact KCERA for more information.

## **Deferred Retirement**

Deferred retirement is available to you if you leave County or Special District employment after five or more years of service and you keep your contributions on deposit at KCERA. If you would like to be placed on deferred retirement, you must complete a Disposition of Retirement Contributions form, which is available in the KCERA office or online at [www.kcera.org](http://www.kcera.org).

As a deferred member, you may receive your retirement allowance at any time that you would have been eligible to retire for service if you had remained employed. Payment of your retirement allowance will not automatically commence at your earliest eligibility date. You must contact KCERA to apply for retirement when you are eligible and ready to begin receiving benefits.

Deferred members may terminate their KCERA membership by withdrawing their accumulated contributions and interest at any time prior to receiving a retirement allowance, unless they have established reciprocity with an eligible public agency. By terminating membership, you forfeit the right to receive any KCERA benefits.

## **Retirement Allowance Options**

You may elect an unmodified retirement allowance or choose to have your allowance modified by one of the following four options. Each option provides varying payment amounts to a designated beneficiary after your death. The retirement allowance option you elect may *not* be changed after the first payment has been made. All allowances are payable for your lifetime.

### **Unmodified**

An unmodified benefit provides the maximum allowance to you, with 60% of the allowance continuing to your eligible spouse or registered domestic partner after your death. To qualify for the continuance, you must have been married to your spouse for one year prior to your retirement date. If you marry after retirement, you must have been married for two years prior to your death and your spouse must be age 55 or older upon your death. Only the unmodified option allows you to name a new beneficiary for a continuance at any time.

For a domestic partner to qualify for the continuance, your domestic partnership must have been registered with the California Secretary of State for at least one year prior to your retirement date. If you enter into a domestic partnership after retirement, you must have been registered partners for at least two years and your partner must be age 55 or older upon your death.

If you do not have a spouse but have unmarried minor children, the children will be eligible to receive the 60% continuance collectively until they reach age 18 (continuing to age 22 if enrolled full time in an accredited school), marry or die, whichever occurs first.

### **Option 1**

This option pays a slightly reduced retirement allowance, with the provision that your accumulated contributions, less the sum of the monthly annuity payments received by you, will be paid upon your death to your beneficiary. Under this option, the beneficiary may be changed at any time after retirement. This is the only option that allows a member to name his or her estate as beneficiary.

### **Option 2**

This option pays a reduced monthly allowance, with the provision that 100% of the allowance will continue after your death to a beneficiary named at the time of retirement. Your beneficiary does not have to be a spouse but must be a living person having an insurable interest in your life.

Your monthly allowance is determined based on the age of your beneficiary, so it may be sharply reduced if your beneficiary is considerably younger than you are.\* Your beneficiary may not be changed after retirement, even if he or she predeceases you. Further, there are no provisions to pay remaining contributions and interest if both you and your beneficiary die before these funds are depleted. All payments stop at the death of both annuitants.

### Option 3

This option pays a reduced monthly allowance, with the provision that 50% of the allowance will continue after your death to a beneficiary named at the time of retirement. Your beneficiary does not have to be a spouse but must be a living person having an insurable interest in your life. Your monthly allowance is determined based on the age of your beneficiary, so it may be sharply reduced if your beneficiary is considerably younger than you are.\* Your beneficiary may not be changed after retirement, even if he or she predeceases you. Further, there are no provisions to pay remaining contributions and interest if both you and your beneficiary die before these funds are depleted. All payments stop at the death of both annuitants.

### Option 4

This option is similar to Option 2 in that it pays a reduced monthly allowance, with the provision that 100% of the allowance will continue after your death. However, this option allows you to name more than one beneficiary to share in the continuance. All beneficiaries must be living persons having an insurable interest in your life. Your monthly allowance is determined based on the age of your beneficiaries, so it may be sharply reduced if a beneficiary is considerably younger than you are.\* Your beneficiaries may not be changed after retirement, even if they predecease you. Further, there are no provisions to pay remaining contributions and interest if both you and your beneficiaries die before these funds are depleted. All payments stop at the death of all annuitants.

*\* If your designated beneficiary is someone other than a spouse and you are older by an “adjusted age difference” of more than 10 years, the maximum survivor benefit percentage will be reduced based on a table in IRS Regulation 1.401(a)(9)-6. For more information, please contact the Internal Revenue Service at (800) 829-1040, visit [www.irs.gov](http://www.irs.gov), or consult a tax professional.*

## Temporary Annuity Option

The Temporary Annuity Option (TAO) is a “pension advance” option that allows members integrated with Social Security to maintain a level income after retirement. If you retire for service before reaching age 62 and are fully insured under Social Security, you may elect to have your KCERA allowance increased by a percentage of your estimated Social Security benefit prior to age 62 and decreased after age 62 by amounts that have equivalent actuarial values.

Under the TAO, you would receive more than your normal monthly allowance until you reached age 62, at which time your allowance would be reduced below the normal amount for the remainder of your lifetime. However, the reduction would be offset by Social Security benefits available to you at age 62. **It is the member’s responsibility to apply for Social Security benefits at age 62.**

After you have determined the effective date of your retirement and received a benefit estimate from Social Security, you can ask KCERA to calculate an estimate of the allowance payable under the TAO. This information may assist in your decision.

Choosing the TAO does not affect the amount of any survivor continuance.

## **Duration of Allowances**

Your retirement allowance will continue throughout your lifetime. Any survivor continuance paid to your spouse, registered domestic partner or named beneficiary will also continue throughout their lifetime.

Allowances paid on behalf of your minor children will be issued to them collectively and will continue until they reach age 18 (continuing to age 22 if enrolled full-time in an accredited school), marry or die, whichever occurs first.

## **Retirees Re-employed by County**

After retirement, you may not receive a retirement allowance and be paid for services to the County or a participating Special District, except as follows:

- Service as a juror or election officer,
- Service as a field deputy for registration of voters,
- Service as a member of the Board of Retirement,
- Service under independent contract with the County, or
- Service in a temporary capacity, not to exceed 120 working days or 960 hours, whichever is greater, in any one fiscal year or any other 12-month period designated by the Board of Supervisors.

If you retired for service on or after the date that General Tier II or Safety Tier II took effect, you may return to work for the County, subject to the provisions of Government Code Sections 31680.4 and 31680.5:

- Your retirement benefit will be suspended as of the date you are re-employed.
- Your contribution rate and retirement allowance (upon subsequent retirement) shall be determined as if you were a new member.
- Upon termination of your re-employment, your original retirement benefit will be adjusted for costs-of-living before being reinstated.
- An additional retirement benefit will be calculated based on the following factors, applicable only during your period of re-employment: years of service, age at retirement, final average monthly compensation and current benefit formula.

## **Deductions from Retirement Allowance**

You may authorize deductions from your retirement allowance for federal and state income tax, health and dental insurance under a County plan, dues for membership in the Retired Employees of Kern County, Inc. (REOKC) and your employee union, or voluntary deductions for Kern Federal Credit Union.

A KCERA service representative can assist you with completing the forms for tax withholding and REOKC dues. Contact Health Benefits to sign up for County health or dental insurance. Contact your employee union to sign up for post-retirement membership. Contact Kern Federal Credit Union to set up voluntary deductions.

## **Direct Deposit of Retirement Allowance**

New retirees are required to set up the electronic fund transfer (“direct deposit”) of their monthly retirement allowance into their designated bank or credit union. Prospective retirees can indicate their direct deposit preferences when completing a retirement application packet. KCERA requests that a voided check be submitted at that time.

## **Cost-of-Living Adjustments**

All retirement allowances in effect on April 1 of each year are eligible for a cost-of-living adjustment (COLA), as determined by the region’s Consumer Price Index (CPI). The maximum annual COLA is 2.5%. If the CPI in any year exceeds 2.5%, the excess is accumulated in a “COLA bank” and applied to the allowance in a future year when the CPI is less than 2.5%. If the CPI is negative in any year, the COLA bank reserve will decrease. A retiree whose COLA bank has insufficient reserves will not receive a cost-of-living adjustment in that year.

## **Taxability of Retirement Allowance**

Your service retirement allowance is subject to federal and state income tax laws. You may choose to have no taxes withheld from your retirement allowance. However, you may still owe taxes to the federal and state taxing authorities. Questions about the taxability of your retirement allowance should be addressed to your tax advisor and/or the appropriate taxing agency.

If you made contributions to KCERA prior to January 28, 1989, your contributions were made on an after-tax basis. You may also have purchased retirement service credit on an after-tax basis. Because those contributions were already taxed, you will be given a letter at retirement explaining which portion of your monthly retirement allowance is not subject to income taxes and how long this tax-free portion will continue. Each year, KCERA will mail you a Form 1099-R showing your taxable benefit amount.

## **Internal Revenue Code Section 415**

KCERA has been qualified as a tax-exempt plan by the Internal Revenue Service (IRS), which allows your contributions to be paid on a pre-tax basis. One of the requirements for tax exemption is that KCERA cannot pay more in benefits than is permitted under Internal Revenue Code Section 415. Section 415 limits the annual amount you may receive as a retirement benefit to no more than \$200,000 in 2012 if you retire between ages 62 and 65. The IRS periodically adjusts this annual dollar limit for inflation.

For general members, Section 415 also includes an “early” benefit payment reduction. This reduction further limits the amount that general members, as defined by the IRS, may receive when retiring before age 62. Please contact KCERA if you have any questions about this reduction.

# Survivorship Benefits

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## Active Member Death

If you die before retiring, your designated beneficiary may be entitled to certain survivorship benefits. The general information below may assist in your estate and insurance planning. KCERA can provide exact benefit amounts, upon request.

### Pre-Retirement Death: Less than 5 Years Service

If you die while employed with less than five years of retirement service credit, and your death is not the result of a job-caused injury or illness, your designated beneficiary will be entitled to receive the Basic Death Benefit. The Basic Death Benefit consists of a lump sum payment of your accumulated contributions and interest and one month of salary for each full year of service, up to a maximum of six months' salary.

### Pre-Retirement Death: More than 5 Years Service

If you die while employed with more than five years of retirement service credit, and your death is not the result of a job-caused injury or illness, your spouse or registered domestic partner will be entitled to receive a monthly allowance equal to 60% of the retirement allowance to which you would have been entitled *if* you had retired for a nonservice-connected disability on the date of your death. Instead of the monthly allowance, your spouse or partner may choose the Basic Death Benefit, as described above, but the monthly allowance is usually more valuable.

If you have no spouse or registered domestic partner, the same choice is given to the court-appointed guardian of your eligible children. Eligible children must be unmarried and under age 18 (continuing to age 22 if enrolled full time in an accredited school).

If you have no spouse, registered domestic partner or eligible children, your designated beneficiary or estate will be entitled to the Basic Death Benefit only.

### Pre-Retirement Death: Job-Caused

If you die while employed as a result of a job-caused injury or illness, your spouse or registered domestic partner will be entitled to receive a monthly allowance equal to at least 50% of your final compensation. If this occurs, your beneficiary should contact KCERA to file a service-connected disability application.

If you have no spouse or registered domestic partner, this benefit will be payable to the court-appointed guardian of your eligible children. Eligible children must be unmarried and under age 18 (continuing to age 22 if enrolled full time in an accredited school).

If you have no spouse, registered domestic partner or eligible children, your designated beneficiary or estate will be entitled to the Basic Death Benefit only.

## **Additional Death Benefit for Children**

If your job-caused death is the result of an accident or injury caused by external violence or physical force, an additional monthly amount is paid to your surviving spouse on behalf of your eligible children. The additional death benefit amount is a percentage of the monthly allowance to which your spouse is entitled. It is paid as follows:

1 child .....	25% of monthly allowance paid to spouse
2 children .....	40% of monthly allowance paid to spouse
3+ children .....	50% of monthly allowance paid to spouse

If your surviving spouse does not have legal custody of your children, the special death benefit for children will be paid to the court-appointed guardian on behalf of your children until they reach age 18 (continuing to age 22 if enrolled full time in an accredited school), marry or die, whichever occurs first.

## **Additional Death Benefit for Safety Members**

If you are a safety member and die in the performance of duty, your spouse or registered domestic partner will receive one year's pay, based on your salary at your date of death, in addition to any other benefits payable.

## **Alternative Death Benefit for Spouse or Partner**

As an alternative to selecting the Basic Death Benefit or the monthly retirement allowance, your spouse or registered domestic partner may choose a lump sum payment equal to a maximum of six months' salary plus the retirement allowance otherwise payable. The retirement allowance will be reduced by the actuarial value of the lump sum payment. This choice is available to your spouse or registered domestic partner, regardless of whether your death was job-caused.

## **Retired Member Death**

If you die after retiring, a \$3,000 death benefit is payable to your designated beneficiary or estate in addition to any benefit continuance that may be payable.

## **Death after Service Retirement or Nonservice-Connected Disability Retirement**

If you choose the unmodified option, your spouse or registered domestic partner will receive a 60% continuance of your retirement allowance. To qualify, your spouse or registered domestic partner must be named as your beneficiary and you must have been married or registered as domestic partners for at least one year before you retired. If you marry or enter into a domestic partnership after retirement, you must have been married or registered as domestic partners for two years prior to your death and your spouse or domestic partner must be age 55 or older upon your death.

If you do not have a qualified spouse or registered domestic partner, your unmarried children will receive the 60% continuance until they reach age 18 (continuing to age 22 if enrolled full time in an accredited school), marry or die.

If you do not have a qualified spouse, registered domestic partner or eligible children, any remaining amount of your contributions will be paid upon your death to your designated beneficiary or estate.

If you choose one of the optional retirement allowances, the provisions of that option will determine what happens to your retirement estate upon your death. (See “Retirement Allowance Options” on pages 14 – 15 for more information.)

### **Death after Service-Connected Disability Retirement**

Your spouse, registered domestic partner or minor children will receive a 100% continuance of your retirement allowance. To qualify, your spouse or registered domestic partner must be named as your beneficiary and you must have been married or registered as domestic partners prior to the date of your retirement. If you marry or enter into a domestic partnership after retirement, you must have been married or registered for two years prior to your death and your spouse or partner must be age 55 or older upon your death.

### **Deferred Member Death**

If you are a deferred member and die before filing for retirement, your designated beneficiary will receive a lump sum payment of your contributions and interest.

# Estimating Your Retirement Allowance

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## Receiving a KCERA Estimate

You may request an estimate of your retirement allowance by completing an Estimate Request form, which is available in the KCERA office and at [www.kcera.org](http://www.kcera.org). Please allow 2 to 4 weeks for receipt of your estimate.

An estimate will provide information about the unmodified option and any modified options you are eligible to choose. At your request, KCERA can prepare your estimate to include information about the Temporary Annuity Option.

Please remember that the information provided is only an estimate of your benefit. Your actual benefit at retirement may vary due to changes in your salary and retirement service credit. However, a KCERA estimate can be a valuable part of your retirement planning.

## Using the Online “Benefit Estimator”

The KCERA website ([www.kcera.org](http://www.kcera.org)) includes a benefit estimator that will calculate an estimate of your unmodified retirement allowance based on information that you provide. Calculations performed by the benefit estimator are not official KCERA estimates. KCERA will not be bound by the results of your use of the estimator. In the event of a difference between your benefit estimator projection and an official KCERA benefit calculation, KCERA’s calculation will prevail. The benefit you will receive at retirement is determined pursuant to the County Employees’ Retirement Law of 1937, not all of which is currently integrated into the online benefit estimator.

## Using Estimate Worksheets

You can estimate your unmodified retirement allowance by using the Retirement Allowance Estimate Worksheets provided on page 24. To obtain an accurate estimate, you must use the Percentage of Final Compensation chart (see pages 25 – 28) that corresponds to your membership type and benefit tier. (See “Membership” on pages 3 – 4 for information on membership types and benefit tiers.) If you are employed by a Special District not integrated with Social Security, please use the Retirement Allowance Estimate Worksheet subtitled “Employers Not Integrated with Social Security.”

To calculate an estimate of benefits, please follow the following steps:

**Step 1** – Calculate your final average monthly compensation using your gross biweekly salary. (See page 12 for a partial list of pensionable special pays includible in final average monthly compensation.)  $\text{Gross Biweekly Salary} \times 2.1741 = \text{(A) Gross Final Average Monthly Compensation.}$

**Step 2** – Subtract the \$116.67 Social Security Integration Factor from your final average monthly compensation.  $\text{(A) Gross Final Average Monthly Compensation} - \text{(B) \$116.67 Social Security Integration Factor} = \text{(C) Net Final Average Monthly Compensation.}$

If you are employed by a district not integrated with Social Security, the Social Security Integration Factor step has been omitted on your estimate worksheet. (See “Social Security Integration” on page 5 for more information.)

**Step 3** – Determine your age and years of retirement service credit as of your estimated retirement date. Using this information, find your percentage of final compensation using the Percentage of Final Compensation chart that applies to you on pages 25 – 28.

Multiply this percentage by your net final average monthly compensation to calculate your estimated unmodified retirement allowance. (C) Net Final Average Monthly Compensation x Percentage of Final Compensation = Estimated Unmodified Retirement Allowance.

Example:

General Tier I member  
Retirement age of 60  
28 years of service  
\$2,000.00 gross biweekly salary

<b>1</b>	\$2,000.00	X	2.1741	=	\$4,348.20
	Gross Biweekly Salary		$\frac{26.0893 \text{ pay periods}}{12 \text{ months}}$		<b>A</b> Gross Final Average Monthly Compensation
<b>2</b>	\$4,348.20	-	\$116.67	=	\$4,231.53
	<b>A</b> Gross Final Average Monthly Compensation		<b>B</b> Social Security Integration Factor		<b>C</b> Net Final Average Monthly Compensation
<b>3</b>	\$4,231.53	X	84.00%	=	\$3,554.49
	<b>C</b> Net Final Average Monthly Compensation		Percentage of Final Compensation (see page 25)		Estimated Unmodified Retirement Allowance

Please remember these calculations only provide an estimate of your unmodified allowance. Your actual allowance at retirement may vary due to changes in your salary and service credit. If you have questions about using these worksheets or charts, contact KCERA to speak with a service representative.

# Retirement Allowance Estimate Worksheets

## Employers Integrated with Social Security

1	<div></div> <div>Gross Biweekly Salary (see page 12)</div>	X	<div>2.1741</div> <div><u>26.0893 pay periods</u> 12 months</div>	=	<div></div> <div>A Gross Final Average Monthly Compensation</div>
2	<div></div> <div>A Gross Final Average Monthly Compensation</div>	-	<div>\$116.67</div> <div>B Social Security Integration Factor</div>	=	<div></div> <div>C Net Final Average Monthly Compensation</div>
3	<div></div> <div>C Net Final Average Monthly Compensation</div>	X	<div></div> <div>Percentage of Final Compensation (see pages 25 - 28)</div>	=	<div></div> <div>Estimated Unmodified Retirement Allowance</div>

## Employers Not Integrated with Social Security

1	<div></div> <div>Gross Biweekly Salary (see page 12)</div>	X	<div>2.1741</div> <div><u>26.0893 pay periods</u> 12 months</div>	=	<div></div> <div>C Net Final Average Monthly Compensation</div>
2	This step does not apply.				
3	<div></div> <div>C Net Final Average Monthly Compensation</div>	X	<div></div> <div>Percentage of Final Compensation (see pages 25 - 28)</div>	=	<div></div> <div>Estimated Unmodified Retirement Allowance</div>

PERCENTAGE OF FINAL COMPENSATION GENERAL MEMBERS - TIER I Section 31676.17 "3% @ age 60"											
Years of Service *	50	51	52	53	54	55	56	57	58	59	60 and greater
10	20.00	21.00	22.00	23.00	24.00	25.00	26.00	27.00	28.00	29.00	30.00
11	22.00	23.10	24.20	25.30	26.40	27.50	28.60	29.70	30.80	31.90	33.00
12	24.00	25.20	26.40	27.60	28.80	30.00	31.20	32.40	33.60	34.80	36.00
13	26.00	27.30	28.60	29.90	31.20	32.50	33.80	35.10	36.40	37.70	39.00
14	28.00	29.40	30.80	32.20	33.60	35.00	36.40	37.80	39.20	40.60	42.00
15	30.00	31.50	33.00	34.50	36.00	37.50	39.00	40.50	42.00	43.50	45.00
16	32.00	33.60	35.20	36.80	38.40	40.00	41.60	43.20	44.80	46.40	48.00
17	34.00	35.70	37.40	39.10	40.80	42.50	44.20	45.90	47.60	49.30	51.00
18	36.00	37.80	39.60	41.40	43.20	45.00	46.80	48.60	50.40	52.20	54.00
19	38.00	39.90	41.80	43.70	45.60	47.50	49.40	51.30	53.20	55.10	57.00
20	40.00	42.00	44.00	46.00	48.00	50.00	52.00	54.00	56.00	58.00	60.00
21	42.00	44.10	46.20	48.30	50.40	52.50	54.60	56.70	58.80	60.90	63.00
22	44.00	46.20	48.40	50.60	52.80	55.00	57.20	59.40	61.60	63.80	66.00
23	46.00	48.30	50.60	52.90	55.20	57.50	59.80	62.10	64.40	66.70	69.00
24	48.00	50.40	52.80	55.20	57.60	60.00	62.40	64.80	67.20	69.60	72.00
25	50.00	52.50	55.00	57.50	60.00	62.50	65.00	67.50	70.00	72.50	75.00
26	52.00	54.60	57.20	59.80	62.40	65.00	67.60	70.20	72.80	75.40	78.00
27	54.00	56.70	59.40	62.10	64.80	67.50	70.20	72.90	75.60	78.30	81.00
28	56.00	58.80	61.60	64.40	67.20	70.00	72.80	75.60	78.40	81.20	84.00
29	58.00	60.90	63.80	66.70	69.60	72.50	75.40	78.30	81.20	84.10	87.00
30	60.00	63.00	66.00	69.00	72.00	75.00	78.00	81.00	84.00	87.00	90.00
31	62.00	65.10	68.20	71.30	74.40	77.50	80.60	83.70	86.80	89.90	93.00
32	64.00	67.20	70.40	73.60	76.80	80.00	83.20	86.40	89.60	92.80	96.00
33		69.30	72.60	75.90	79.20	82.50	85.80	89.10	92.40	95.70	99.00
34			74.80	78.20	81.60	85.00	88.40	91.80	95.20	98.60	100.00
35				80.50	84.00	87.50	91.00	94.50	98.00	100.00	
36					86.40	90.00	93.60	97.20	100.00		
37						92.50	96.20	99.90			
38							98.80	100.00			

\* Five (5) years of service credit is required to be vested. Benefit payments may begin after 10 years have elapsed from a member's date of entry into the system and after reaching age 50. This table is for reference only. The reduction for Social Security has not been included in the determination of percentage of final compensation.

PERCENTAGE OF FINAL COMPENSATION GENERAL MEMBERS - TIER II Section 31676.01 "1.62% @ age 65"																
Years of Service *	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65 and greater
10	7.88	8.29	8.68	9.09	9.51	9.95	10.42	10.94	11.50	12.11	12.78	13.27	13.94	14.65	15.41	16.21
11	8.67	9.11	9.55	10.00	10.46	10.94	11.47	12.03	12.65	13.32	14.06	14.60	15.34	16.12	16.95	17.84
12	9.45	9.94	10.42	10.91	11.41	11.94	12.51	13.13	13.80	14.53	15.33	15.93	16.73	17.58	18.49	19.46
13	10.24	10.77	11.29	11.82	12.36	12.93	13.55	14.22	14.95	15.74	16.61	17.26	18.12	19.05	20.03	21.08
14	11.03	11.60	12.16	12.73	13.31	13.93	14.59	15.32	16.10	16.95	17.89	18.58	19.52	20.51	21.57	22.70
15	11.82	12.43	13.03	13.64	14.26	14.92	15.64	16.41	17.25	18.17	19.17	19.91	20.91	21.98	23.11	24.32
16	12.61	13.26	13.90	14.54	15.21	15.92	16.68	17.50	18.40	19.38	20.44	21.24	22.31	23.44	24.65	25.94
17	13.39	14.09	14.76	15.45	16.16	16.91	17.72	18.60	19.55	20.59	21.72	22.57	23.70	24.91	26.19	27.56
18	14.18	14.91	15.63	16.36	17.11	17.91	18.76	19.69	20.70	21.80	23.00	23.89	25.10	26.37	27.73	29.19
19	14.97	15.74	16.50	17.27	18.06	18.90	19.81	20.79	21.85	23.01	24.28	25.22	26.49	27.84	29.27	30.81
20	15.76	16.57	17.37	18.18	19.01	19.90	20.85	21.88	23.00	24.22	25.56	26.55	27.88	29.30	30.81	32.43
21	16.55	17.40	18.24	19.09	19.96	20.89	21.89	22.97	24.15	25.43	26.83	27.88	29.28	30.77	32.35	34.05
22	17.33	18.23	19.11	20.00	20.91	21.89	22.93	24.07	25.30	26.64	28.11	29.20	30.67	32.23	33.89	35.67
23	18.12	19.06	19.97	20.91	21.87	22.88	23.98	25.16	26.45	27.85	29.39	30.53	32.07	33.70	35.43	37.29
24	18.91	19.89	20.84	21.82	22.82	23.88	25.02	26.26	27.60	29.06	30.67	31.86	33.46	35.16	36.97	38.91
25	19.70	20.71	21.71	22.73	23.77	24.87	26.06	27.35	28.75	30.28	31.94	33.19	34.86	36.63	38.51	40.54
26	20.49	21.54	22.58	23.63	24.72	25.87	27.10	28.44	29.90	31.49	33.22	34.51	36.25	38.09	40.05	42.16
27	21.27	22.37	23.45	24.54	25.67	26.86	28.15	29.54	31.05	32.70	34.50	35.84	37.64	39.56	41.60	43.78
28	22.06	23.20	24.32	25.45	26.62	27.86	29.19	30.63	32.20	33.91	35.78	37.17	39.04	41.02	43.14	45.40
29	22.85	24.03	25.18	26.36	27.57	28.85	30.23	31.73	33.35	35.12	37.06	38.50	40.43	42.49	44.68	47.02
30	23.64	24.86	26.05	27.27	28.52	29.85	31.27	32.82	34.50	36.33	38.33	39.82	41.83	43.95	46.22	48.64
31	24.42	25.69	26.92	28.18	29.47	30.84	32.32	33.91	35.65	37.54	39.61	41.15	43.22	45.42	47.76	50.26
32	25.21	26.51	27.79	29.09	30.42	31.84	33.36	35.01	36.80	38.75	40.89	42.48	44.62	46.88	49.30	51.88
33		27.34	28.66	30.00	31.37	32.83	34.40	36.10	37.95	39.96	42.17	43.81	46.01	48.35	50.84	53.51
34			29.53	30.91	32.32	33.83	35.44	37.20	39.10	41.17	43.44	45.13	47.40	49.81	52.38	55.13
35				31.82	33.27	34.82	36.49	38.29	40.25	42.39	44.72	46.46	48.80	51.28	53.92	56.75
36					34.22	35.82	37.53	39.38	41.40	43.60	46.00	47.79	50.19	52.74	55.46	58.37
37						36.81	38.57	40.48	42.55	44.81	47.28	49.12	51.59	54.21	57.00	59.99
38							39.61	41.57	43.70	46.02	48.56	50.44	52.98	55.67	58.54	61.61
39								42.67	44.85	47.23	49.83	51.77	54.37	57.14	60.08	63.23
40									46.00	48.44	51.11	53.10	55.77	58.60	61.62	64.86
41										49.65	52.39	54.43	57.16	60.07	63.16	66.48
42											53.67	55.75	58.56	61.53	64.70	68.10

\* Five (5) years of service credit is required to be vested. Benefit payments may begin after 10 years have elapsed from a member's date of entry into the system and after reaching age 50. This table is for reference only. The reduction for Social Security has not been included in the determination of percentage of final compensation.

PERCENTAGE OF FINAL COMPENSATION SAFETY MEMBERS - TIER I Section 31664.1 "3% @ age 50"											
Years of Service *	41	42	43	44	45	46	47	48	49	50 and greater	
10										30.00	
11										33.00	
12										36.00	
13										39.00	
14										42.00	
15										45.00	
16										48.00	
17										51.00	
18										54.00	
19										57.00	
20	37.55	39.75	42.02	44.38	46.83	49.36	52.07	54.51	57.13	60.00	
21	39.43	41.74	44.13	46.60	49.17	51.82	54.67	57.24	59.99	63.00	
22	41.30	43.73	46.23	48.82	51.51	54.29	57.27	59.96	62.85	66.00	
23	43.18	45.71	48.33	51.04	53.85	56.76	59.88	62.69	65.70	69.00	
24		47.70	50.43	53.26	56.20	59.23	62.48	65.41	68.56	72.00	
25			52.53	55.48	58.54	61.70	65.09	68.14	71.42	75.00	
26				57.70	60.88	64.16	67.69	70.86	74.27	78.00	
27					63.22	66.63	70.29	73.59	77.13	81.00	
28						69.10	72.90	76.31	79.98	84.00	
29							75.50	79.04	82.84	87.00	
30								81.77	85.70	90.00	
31									88.55	93.00	
32										96.00	
33										99.00	
34										100.00	

\* Five (5) years of service credit is required to be vested. Benefit payments may begin after 10 years have elapsed from a member's date of entry into the system and after reaching age 50. Twenty (20) years of service credit must be attained in order to retire prior to age 50. This table is for reference only. The reduction for Social Security has not been included in the determination of percentage of final compensation.

PERCENTAGE OF FINAL COMPENSATION SAFETY MEMBERS - TIER II Section 31664 "2% @ age 50"																
Years of Service *	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	
10										20.00	21.03	22.16	23.38	24.73	26.20	
11										22.00	23.14	24.37	25.72	27.21	28.82	
12										24.00	25.24	26.59	28.06	29.68	31.44	
13										26.00	27.34	28.80	30.40	32.15	34.06	
14										28.00	29.44	31.02	32.74	34.62	36.68	
15										30.00	31.55	33.23	35.08	37.10	39.30	
16										32.00	33.65	35.45	37.41	39.57	41.92	
17										34.00	35.75	37.67	39.75	42.04	44.54	
18										36.00	37.86	39.88	42.09	44.52	47.16	
19										38.00	39.96	42.10	44.43	46.99	49.78	
20	25.03	26.50	28.02	29.59	31.22	32.90	34.71	36.34	38.09	40.00	42.06	44.31	46.77	49.46	52.40	
21	26.28	27.83	29.42	31.07	32.78	34.55	36.45	38.16	39.99	42.00	44.17	46.53	49.11	51.94	55.02	
22	27.54	29.15	30.82	32.55	34.34	36.19	38.18	39.97	41.90	44.00	46.27	48.74	51.44	54.41	57.64	
23	28.79	30.48	32.22	34.03	35.90	37.84	39.92	41.79	43.80	46.00	48.37	50.96	53.78	56.88	60.26	
24	30.04	31.80	33.62	35.51	37.46	39.48	41.65	43.61	45.71	48.00	50.48	53.17	56.12	59.36	62.88	
25	31.29	33.13	35.02	36.99	39.03	41.13	43.39	45.43	47.61	50.00	52.58	55.39	58.46	61.83	65.50	
26	32.54	34.45	36.42	38.46	40.59	42.78	45.13	47.24	49.51	52.00	54.68	57.61	60.80	64.30	68.11	
27	33.79	35.78	37.82	39.94	42.15	44.42	46.86	49.06	51.42	54.00	56.79	59.82	63.14	66.78	70.73	
28	35.04	37.10	39.22	41.42	43.71	46.07	48.60	50.88	53.32	56.00	58.89	62.04	65.48	69.25	73.35	
29	36.30	38.43	40.62	42.90	45.27	47.71	50.33	52.69	55.23	58.00	60.99	64.25	67.81	71.72	75.97	
30	37.55	39.75	42.02	44.38	46.83	49.36	52.07	54.51	57.13	60.00	63.10	66.47	70.15	74.20	78.59	
31	38.80	41.08	43.42	45.86	48.39	51.00	53.80	56.33	59.04	62.00	65.20	68.68	72.49	76.67	81.21	
32	40.05	42.40	44.83	47.34	49.95	52.65	55.54	58.14	60.94	64.00	67.30	70.90	74.83	79.14	83.83	
33	41.30	43.73	46.23	48.82	51.51	54.29	57.27	59.96	62.85	66.00	69.41	73.11	77.17	81.62	86.45	
34	42.55	45.05	47.63	50.30	53.07	55.94	59.01	61.78	64.75	68.00	71.51	75.33	79.51	84.09	89.07	

\* Five (5) years of service credit is required to be vested. Benefit payments may begin after 10 years have elapsed from a member's date of entry into the system and after reaching age 50. Twenty (20) years of service credit must be attained in order to retire prior to age 50. This table is for reference only. The reduction for Social Security has not been included in the determination of percentage of final compensation.

# KCERA Website – [www.kcera.org](http://www.kcera.org)

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## Online Resources

The KCERA website was developed to assist you in obtaining information about your retirement benefits. You will find many valuable resources designed to address your retirement questions and service requests. Some of these online resources include:

### Benefit Estimator

Calculator for estimating your retirement benefit

### e-Seminar

Online version of retirement planning seminar with presentation materials

### Eligibility Requirements

Qualifications for service, disability and deferred retirements

### Publications

Quarterly newsletters, Annual Reports, the Comprehensive Annual Financial Report (CAFR), the KCERA Handbook and other informational literature

### Board and Staff Bios

Short biographies of current Board of Retirement trustees and KCERA leadership

### Miscellaneous

FAQs, contact information, Board election procedures, Board agendas and meeting minutes, survivor benefits, retirement laws, upcoming events, and more

## Online Forms

The most frequently used resources at [www.kcera.org](http://www.kcera.org) are the online forms. Instead of calling or coming to the KCERA office, visit the KCERA website at your convenience to download forms relevant to your particular retirement need. KCERA's online forms include:

Beneficiary Designation Form	Disability Retirement Application Handbook
Certification of Prior County/District Service	Disposition of Retirement Contributions Packet
Certification of Prior Public Service	Estimate Request Form
Change Request Form	Retirement Application Packet
Declaration of Domestic Partner Registration	Sample QDRO
Direct Deposit Stop Form	

KCERA invites you to visit [www.kcera.org](http://www.kcera.org) to learn more about your retirement benefits and to take advantage of its many online forms and resources. If you cannot locate information on the website, please contact the KCERA office at (661) 381-7700 or send an email to [servicerep@kcera.org](mailto:servicerep@kcera.org).



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